

**REPORT OF THE INDEPENDENT NON-EXECUTIVE MEMBERS OF THE BOARD OF
DIRECTORS OF "ATTICA BANK BANKING SOCIÉTÉ ANONYME"
FOR THE YEAR 2021**

This Report constitutes the jointly filed Report of the existing Independent Non-Executive Members of the Board of Directors (hereinafter the "BoD") of "Attica Bank Banking Société Anonyme" (hereinafter the "Bank") and is filed to the Extraordinary General Meeting of the Shareholders of the Bank that is scheduled for December 30, 2022 (hereinafter the "GM"), pursuant to article 9, par. 5 of Law 4706/2020.

The existing Independent Non-Executive Members of the BoD declare that during the accounting period 2021 they duly and lawfully performed their duties in accordance with article 7 of Law 4706/2020 and more specifically, they monitored and reviewed the implementation of the Bank's business strategy for the purposes of attaining its objectives, they supervised the Executive Members, as regards, among other things, monitoring their performance, while they reviewed the suggestions filed by the Executive members and expressed their views thereupon, based on comprehensive information.

The Independent Non-Executive Members of the Board of Directors approve the information published by the Bank in the context of the Annual Management Report of the Board of Directors and the Corporate Governance Policy which are included in the Annual Financial Report dated 31/12/2021 and they confirm the performance of their obligations in the context of article 7 of Law 4706/2020.

The BoD of the Bank, with its current constitution, is formed by the appropriate combination of executive, non-executive and independent members so as to avoid predominance of a person or a small group of people to the adoption of resolutions. There is clear allocation of competencies between the BoD and the executive Management of the Bank.

The BoD Committees, i.e. (1) the Audit Committee, the Members Nomination and Remuneration Committee and (3) the Risk Management Committee, are completely independent. The segregation of competencies between the executive Management and the BoD is clear, as described in the Operating Regulations of the Bank.

In the context of the provisions of Law 4706/2020, the Bank has reviewed and verified the fulfillment of conditions by the members of the Board of Directors and of the Audit Committee with respect to:

- Adequate gender representation,
- Total number of independent non-executive members of the BoD,
- Independency for the independent non-executive members,
- Eligibility criteria provided for by the applicable regulatory framework and the operating regulations of the Company.

More specifically, the BoD consists today of eleven (11) members, of which: a) two members, i.e. the CEO and the Designated Director are executive members, b) the Chairman and three more members are non-executive and c) four (4) members are independent non-executive members.

During 2021 out of the total of ten (10) Members of the Board of Directors of the Bank, the number of Independent Non-Executive Members were four (4) i.e. a percentage of 40% of the total Members, exceeding in this manner the minimum number of such Members provided for by Law 4706/2020 (based on the composition of the Board of Directors for 2021) and the minimum number of such Members, as provided for in the relevant interim agreement with the Financial Stability Fund. It is pointed out that article 5 of Law 4706/2020 *inter alia* defines, that the number of the Independent Non-Executive Members of the Board of Directors may not be less than one-third (1/3) of the total number of Members, with the minimum being two (2) Members.

The table presenting the BoD profile and the *curriculum vitae* of the Members are available at the website of the Bank at the following link:

<https://www.atticabank.gr/el/dieythynsi-kanonistikis-symmorfosis-kai-etairikis-diakyvernisis#viografika-melon-d-s>

The Independent Non-Executive Members of the BoD are not vested with any executive competencies in the Bank's management, in the context of the duties assigned to them, apart from the general duties entailed in their capacity as members of the BoD and they have undertaken the role of the systematic supervision and monitoring of the resolutions-adoption process by the Management. They have mainly undertaken the following duties:

- a) They monitor and examine the strategy of the Bank and the implementation thereof as well as the attainment of its objectives.
- b) They ensure the efficient supervision of the executive members, including the monitoring and audit of their performance.

c) They examine and express views in relation to the suggestions filed by the executive members, based on existing available information.

According to the Suitability and Nomination Policy for Candidate Members of the BoD of the Bank, which was approved by the resolution of the Annual Ordinary General Meeting of the shareholders of the Bank on July 7, 2021, the BoD members are not allowed to hold more than one positions of the following combination of positions in a BoD: (a) one position of an executive member of the BoD and two positions of non-executive member of the BoD and (b) four positions of non-executive member of the BoD.

In addition, the Suitability and Nomination Policy for Candidate Members of the BoD sets out the principles and the suitability criteria for the selection, the substitution (including filling in of any vacancies) and the renewal of the term of office of the members of the BoD, for the purposes of assessing individual and collective suitability, nominating candidates and assessing the existing members thereof and it is posted at the official website of the Bank, at the following link:

https://www.atticabank.gr/images/attica/Categories/group/politiki_katallilotitas_kai_anadeiksis_ypopsifion_melon_ds.pdf

In order to avoid excessive load from other professional commitments of the BoD, the existing professional commitments of the Independent Non-Executive members of the BoD are examined during their nomination evaluation process and are reevaluated on an annual basis by the Nomination and Remuneration Committee of the BoD. The list with other professional commitments of the members of the BoD is available at the Bank's official site www.atticabank.gr.

During 2021, 33 BoD meetings were held with the participation being analytically depicted on the Corporate Governance Statement for 2021 which is posted at the following link:

<https://www.atticabank.gr/el/group/attica-bank/administration>

Via their participation in the BoD and the Committees thereof, the Independent Non-Executive Members of the BoD act with regard to the independent will, promoting transparency and due diligence, dedicating adequate time and commitment for the efficient performance of their duties and acting to the best interest of all interested parties.

In 2021 the Audit Committee held eighteen (18) meetings and the participation of its members amounted to 100%. The Nomination and Remuneration Committee of the BoD held eighteen (18) meetings and the participation of its members amounted to 100%. The Risk Management Committee held fourteen (14) meetings and the participation of its members amounted to 96.4%.

The tables quoting the participation of the Members in the meetings of the Committees are posted at the following link: <https://www.atticabank.gr/el/group/attica-bank/administration>

In the context of upgrading the Corporate Governance structure and procedures and also in the context of harmonization with law 4706/2020, the BoD approved and issued all Corporate Governance Policies which are posted at the website of the Bank, at the following link:

<https://www.atticabank.gr/el/dieythynsi-kanonistikis-symmorfosis-kai-etairikis-diakyvernisis#etairiki-diakyvernisi>

Athens, 28/12/2022

The Independent Non-Executive Members of the BoD of Attica Bank

Charikleia Vardakari, daughter of Nikolaos

Ioannis Zografakis, son of Georgios

Aimilios Giannopoulos, son of Polykarpos

Grigorios Zarifopoulos, son of Dionysios